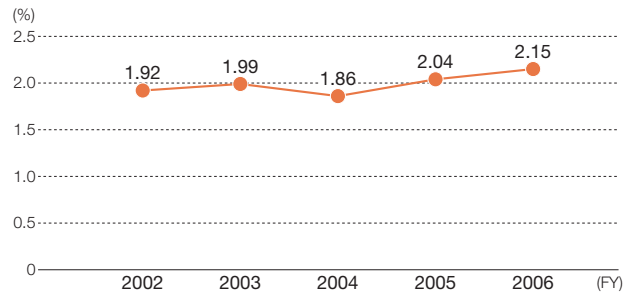




In October 2006, the Hitachi Chemical Group held its second Overseas Subsidiary Forum, attended by national staff from overseas. Based on topics discussed each day at the Forum, staff representing countries worldwide play a leading role in joint projects for expanding overseas sales.

### Ratio of employees with disabilities (non-consolidated)



resources representing various ways of thinking and backgrounds, regardless of nationality or gender, and we are actively seeking diverse personnel across the Group and developing appropriate training systems.

#### ● Promotion of female employees

The future development of the Hitachi Chemical Group vitally depends on every employee, regardless of gender, fully realizing their potential and continuing to work with enthusiasm. To this end, we launched the “Female Employee Encouragement Project” in 2006 and established a dedicated section in April 2007 to heighten awareness and create a dynamic working environment. We have also set numerical targets to promote the hiring of female employees for career-track positions and the advancement of female employees to management positions. In 2006, four female employees were employed in management positions, and as a result the ratio of female managers was 0.9% of all managers, on a non-consolidated basis.

#### ● Recruitment of persons with disabilities

The Hitachi Chemical Group is expanding the number of positions available for disabled employees and improving facilities to actively offer opportunities for

social participation by disabled persons who are eager to work.

While the ratio of disabled employees was 2.15% in 2006 and exceeded the legal employment rate on a non-consolidated basis, some Group companies have yet to achieve the legal rate, and we are striving to promote employment Group-wide by exchanging information.

### Enhancing employee capabilities and career development

#### ← P5 CSR Policy 7

Hitachi Chemical provides various employee education and training opportunities for enhancing capabilities and skills.

Our company-wide education system is organized under two over-arching categories—training by job level and by job category—to clarify knowledge requirements based on each employee’s level and category, and we also provide elective courses that employees can freely choose. By using the Hitachi Learning Gate e-learning platform, employees are able to participate in training at any time.

### Major Personnel Programs at Hitachi Chemical

Category	Major Programs and Activities
Career management system	We offer a system in which employees determine their future careers and skill attainment and discuss these goals with their supervising department managers. The intent of the system is to provide an opportunity for each employee to think about their own careers, to learn, and to seek self-fulfillment by communicating with their supervising department managers.
Group open opportunity application system	When new personnel are required for the strategic launch of a new business, for example, we first seek applicants from within the Group through an open position offer system on our intranet.
Internal free agent system	This system enables highly motivated employees to apply their skills in a different work setting. Three employees took advantage of this system in 2006.
Over-sixty employment system	This system utilizes the motivation and years of accumulated experience and knowledge of employees who wish to remain in the workforce after mandatory retirement. Four such workers were re-employed in 2006.